

Disciple-Making Principles

Matthew 4:19, "Come follow me and I will make you fishers of men."

I am working from the definition of a disciple of Jesus as someone who is...

- following Christ (head)
- being changed by Christ (heart)
- is committed to the mission of Christ (hands)

My role will be to make disciples, who make disciples and to equip the church to make disciples, who make disciples.

Preliminary Thoughts

It's not enough to make disciples of those who are lost. Jesus' mission is for all of us to make disciples who then, in turn, make disciples. His last words while on this earth should be our first priority.

¹⁸ Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. ¹⁹ Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." (Matthew 28:18-20)

How do we make disciples? Like Jesus did!

Jesus also taught us that making disciples is done in relational environments.

Jesus spent three years with His twelve apostles. Occasionally, He taught crowds of people. The majority of His efforts were spent with only a few; His twelve apostles. If His *teachings* are worth replicating (and they are), why not His *methods*? Surely the Son of God knew what He was doing!

Richard Halverson recognized the wisdom of Jesus' discipling methods when he stated,

Jesus aimed to start a movement which would reach the whole world. He had three years in which to do it. And He deliberately devoted Himself to twelve men... It occurred to me that such a strategy could not be improved upon.
(as referenced in **The Ways of the Alongsider**, Bill Mowry, page 1)

To carry out this relational mission will take a great deal of intentional effort. Why? As Bobby Harrington and Jim Putman remind us,

*One common challenge leaders face is that many church cultures have never experienced how helpful and necessary biblical relational environments are to the spiritual maturation process. People may know at a head level that Jesus made his disciples in the context of relationships, and we may even teach or preach this, but we fill our days with administrative tasks, creating and implementing programs in the church that have limited opportunities for relational interaction. (**Discipleshift**, Jim Putman and Bobby Harrington, p.145)*

The authors go on to say that the only way to cast a new vision for relational environments is for church leaders to be, "... intentional in their **own** relationships." (emphasis mine, **Discipleshift**, p.145)

My role as a disciple-coach will be to live out this kind of relational disciple-making life but also to encourage other church leaders to model this in their own lives.

I recognize that this represents a "culture-change" for the College Church. Through our work with the **Vision for the Road Ahead**, we have identified the church's mission and reflect it in this strategic plan. But, as a leadership and congregation, we have not yet owned it. That is something that will come as we intentionally participate in this God-ordained work. The Lord will change our hearts and minds over time. It's important to remember that imbedded in the definition of being a disciple of Jesus is the reality that the promised personal transformation is something that *Jesus* accomplishes in our lives (Matthew 4:19).

Discipleship – What Does That Mean?

Remember that Jesus did NOT say, "Come be saved." He said, "Come follow me." Discipleship is "being like his teacher when trained." (Luke 6:40) Discipleship is transformational. Most see religion as informational. Any discipleship where obedience is not the foundation is not really discipleship. We obey Jesus out of our love for Him (Jn.14:15).

Jesus not only told us to make disciples but also gave us a model to follow in doing so. I believe that most Christians have divorced the teachings of Jesus from the

methods of Jesus, and yet they expect the results of Jesus. I believe His methods are just as divine as His teachings. He showed us that the fundamental methodology in making disciples is relationships grounded in truth and love. Jesus is the greatest disciple maker in history, and His way works. Discipleship is the emphasis. Relationships are the method. Jesus invited people into relationships with Himself; He loved them and in the process showed them how to follow God. His primary method was life-on-life. (D., p.33)

What Kind of Church Are We?

There are four kinds of churches. Most Churches of Christ fall in the "educational" model. In this model, the church uses the bulk of its energy on biblical education. Churches with this emphasis focus on Bible study and doctrine. The methodology in these churches is primarily the classroom model. The paid, formally trained professional ministers are responsible for developing and implementing programs for teaching Bible knowledge. The educational model typically does not stress attracting new people to the church as much as it does educating and taking care of people who are already there. Those who come through the door expect to be biblically educated, and this is often (in their minds) the meaning of "becoming a mature disciple." The hope is that the education will translate to Christian behavior outside the walls of the church. (D, pp.25-26) The other models include Attractional, Missional, and Organic or "Home." The common element in the four categories of churches is that the models are incomplete.

Strategies for Creating a Climate of Disciple-Making in the College Church

Major "Shifts" that Need to Take Place

#1. From reaching to making

#1. A church must agree on the definition of its most important function, discipleship.

#2. The key that produces significant growth is that a disciple follows Jesus in a holistic way in each of the four spheres (Relationships in the home, with God's family, with the world, and with Jesus.) This means that a disciple understands

God's commands and submits to His authority, is transformed by Jesus, and joins Jesus on a mission – in each sphere.

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#2. From informing to equipping

The bottom line is that a leader (preacher/elder) is NOT following Jesus' example if he's not personally involved in the work of making disciples in every aspect. If a minister is not developing and nurturing key relationships in which he is equipping others to follow Jesus, then he's not doing what Jesus modeled for him to do. (D., p.119)

Church leaders need to see themselves as systems developers or as a coach who is coaching his players. (D., p.121) As a church leader, your job is to create an overall system in which people can be placed into environments where they are discipled. As a minister, your job is NOT to disciple everyone. Instead, you are creating a system in which everybody in your church can be discipled.

Relationship-Driven

A relationship with a potential disciple is not a means to an end. It is the end, itself. When through disciple-making we enter into a relationship with others (as we become the hands and feet of Jesus), we have realized the goal.

F.A.T. People Needed

The kind of people we are looking for to be in our discipleship groups are F.A.T. people – Faithful... Available... Teachable (Work with the people who are in your circle of influence. This is the Holy Spirit's thing – NOT YOURS!)

Role of Disciple-Maker

As a disciple-maker, you will assume all of these roles at one time or another – friend... coach... mentor... director (parent). You will need to have a strategy for your learner. Don't feel that you are the only one who feels inadequate. Most disciple-makers do NOT feel qualified to do the job. But, they do it anyway. Your primary roles are:

#1. Help them listen to the voice of God (It starts with YOU being able to hear and follow God's voice)

#2. Pray for them

#3. Hold them accountable ("How are you following?" "How are you fishing?" Many disciple-makers ONLY see their role as one who asks, "How are you following?" We also need to ask, "How are you fishing?")

Be willing to get coaching, yourself. Some of the greatest disciple-makers are already sitting in our pews (both men AND women). It is significant that Jesus unleashed a group of very *ordinary* group of people to take the gospel into the world.

What's Our Focus to Be?

If we focus on disciple-making, church plants will come from that. The focus should be on relationships. We were made to be in relationships (Mt.22). The church tends to make things too complicated. Our focus should be on imitation (Eph.5:1). To do this, you must be in proximity with others. If you're not living it out, you have nothing to pass on to others.

Coaching

We must create an environment for growth. If we used the church's model for training a wrestler (e.g.), the best we could hope for is to get an informed wrestler. They wouldn't become a good wrestler. Why? (They wouldn't be put in the game.) In order to train people to be disciples, we must set up a training model. (i.e. create a place to play) Remember – you are coaching people to become coaches, themselves. If you want to get from here to there, you get a good coach. Lebron James is the greatest NBA player today. He has a personal coach so that he can become the best player possible... A coach has a strategy for you. A friend will help you do stuff.

The vision is that the church's primary mission is to create disciples who create disciples, just as Jesus intended us to do. It's helping people see that the church isn't a social club, it's not a hospital, it's not a university, and it's not a big show. The church is a community that is developing people who follow Jesus, are changed by Jesus, and then join Jesus on His mission. (D., p.127)

What you celebrate (as a church) is what your people will aspire to do... We try to celebrate conversions... but we also celebrate how many people are getting connected, how many people are starting to serve, and how many people are starting to lead as disciple makers. What a church measures is indicative of that church's vision. (D., p.127)

#3. From program to purpose

(Churches need) to foster a culture of personalized discipleship. It's a change from program-based, informational environments to hands-on training in relational

environments. It's a shift from program to purpose, and it begins by asking the question, *What is the true role of the church?* (D., p.134)

Examples of Disciple-Makers are Needed

One common challenge leaders face is that many church cultures have never experienced how helpful and necessary biblical relational environments are to the spiritual maturation process. People may know at a head level that Jesus made His disciples in the context of relationships, and we may even teach or preach this, but we fill our days with administrative tasks, creating and implementing programs in the church that have limited opportunities for relational interaction... Church leaders begin casting the vision for relational environments by being intentional in their own relationships. (D., p.145) Because leaders have failed to correctly define biblical relationships and live in them, our churches are filled with people who have no understanding of what it means to be in a discipling relationship... Preaching alone will not make disciples. Jesus' example shows us that discipleship is the result of applying a relational methodology... Because cultural patterns of independence and self-reliance are ingrained in us, few people truly want to be humble before God and obedient to Him. Far fewer want to receive admonishment or correction from others, even if the other people are wiser than they are. Yet, we teach people that the path of Christian maturity involves learning how to live in submission to others. To grow as a disciple, we must learn to invite others to speak wise counsel to us. (D.,pp.146-147)

Mentoring Illustration

Imagine that you had a child whom you loved more than life. Like all parents, you wanted this child to grow to be a positive influence on the human race. Let's say that your child has to pass geometry with at least a C to get to college. If he doesn't get a degree from a college, he cannot get a job, and without a job, he cannot support a family. In the high school that your child attends, they have chosen to teach geometry in a classroom that hold five hundred kids. The teacher stands in front of the crowd and does geometry problems on the board.

The teacher tries her best to explain how to answer the problems for 35 minutes one time a week and then dismisses the class. She does not have time to meet in private tutoring sessions, and she does not have a method to help students who are struggling. She tells you when you question her that the students have the book – they should just read it. How would you feel about the school your child goes to, especially since so much is riding on the grade? When I give this scenario to loving parents and they imagine it happening to their child, it makes their blood boil. Of course they would never stand for such a thing.

Why do we react so adversely to this but allow the same type of thing to happen to our churches every week? (You can imagine all the similarities to this story and

what takes place in our churches. People's souls are in the balance. The stakes are MUCH HIGHER than getting a grade in a course that qualifies you to attend college!) (Team, pp.131-132)

Working with elders and other leaders, my job will be to *create an overall system in which people can be placed into environments where they are disciplined*. I will not be discipling everyone myself. Instead, I will be a part of a team that is creating a system where everybody in the College Church can be disciplined. (Discipleshift, p.150)

#4. From activity to relationship

There is only so much energy in the church, and we must direct our people to things that make the biggest difference. Churches should make an intentional shift to focus on biblical relational discipleship. Making disciples is the main reason why a church exists, so everything in a corporate body needs to funnel people toward the relational small group, where discipleship can best happen. (D., p.182)

The relational small group forms the backbone for discipleship. The key is that the small group's purpose is defined as encouraging discipleship – not primarily fellowship or counseling or even outreach (although these may be vital components of the process). (D., p.186)

Watering Hole (Metaphor) – Shepherding IS Important – The small group and the church service can be likened to a watering hole. If I have a 1000 acre ranch and one watering hole, I can keep track of my cattle in a couple of different ways. I can figure out how to cover every corner of the ranch to make sure all the cattle are OK, or I can just wait by the watering hole to see who shows up. I know the cattle need water or they will die. So, as the cattle come in, I can know they are at least OK. I can check on them and look them over. But for the cattle who don't show up, I can know that they are probably in trouble somewhere and that I need to go after them. In the same way, people need spiritual water. When they decide not to come, it tells me something. They have changed their priorities and are drifting. Maybe they are hurt somewhere or lost, so I need to go after them. So many leaders in the church today do not feel the need to chase the strays. They think their job is to build a program, and "if people come, they come." But that is not Jesus' example. Jesus is willing to leave the ninety-nine to find the one, and we should be willing to do the same. (D., p.188)

Overcoming "Vision Drift" – (from Gene Jacobs, lead pastor of Real Life Ministries in Silver Valley, Idaho). "the issue we are always facing and battling is vision drift when it comes to relational discipleship. It seems that some weeks everything

comes against the simplicity of following Jesus together. Busy lives, marital issues, sins, people who want the big show... No matter what people say, no matter who leaves your church, no matter how many times you mess it up. You have to keep pounding the drum of making disciples in relational environments. You have to keep living it out yourself, no matter how tired you get or how hopeless it seems." That's what I'm talking about. Relational discipleship is Jesus' plan. There is no Plan B. God will bless His plan, and He is responsible for the results. (D., p.196)

Our staff and leadership positions come with a responsibility to model relationship so our emerging disciples can see it. Creating a culture takes more than just coming up with new, pithy language upon which we all can agree. It is not just coming up with a strategy that seems biblical. To create a culture, we must be living models of what it looks like to love. To stay in relationships is hard work; it is a spiritual battle we face... If Christian leaders, supposedly committed to Jesus and to His ways, empowered by the Holy Spirit, cannot stay in relationships, then what hope do our new believers have? (Team, pp. 187-188)

Imitation

Children have never been good at listening to their parents. They are always good at imitating their parents. (Mark Twain)

"We often ask ourselves in team meetings, 'How many times do we have to say this?' For a culture to be created, you must speak it over and over – live it and breathe it." (Team, p.169)

At Real Life, people must agree to this "playbook" and our unique execution of the plays if they want to be involved on the field with this team. They must sign a covenant and agree to the code of conduct given to us by God in His ultimate playbook, the Bible. This Joining the Team class has saved us much grief over the years. We are able to lovingly confront people who wander away from the playbook and help them understand again what they are doing. (Team, p.171)

The principle of alignment – every program and ministry of a church exists in harmony with the overall goal of making disciples... By applying this principle, church leaders protect their people from spending energy on things that lead to something other than what Jesus would consider success... In most churches today, the ministries aren't aligned with any overarching sense of purpose... Ask yourself – What happens in a church if a program functions without any tie to discipleship? If we dig down deep, we find that the program exists only for itself... Having a lot of unconnected programs in a church not only raises the question of effectiveness; it also creates a quality problem... Summary of the principle of alignment:

- Every program must be evaluated to see if it is really producing what Jesus values;

- Every program that has the potential to make disciples, but isn't doing so, must align itself with the overall goal of biblical relational discipleship;
- We do fewer things in the church, and we do them well. (D., pp.171-173)

Alignment is one of the hardest things churches grapple with. To say yes to your calling, you must necessarily say no to a lot of good things, and when you say no to a lot of good things, you say no to a lot of good people who don't understand why you're saying no. You're saying no to something they are emotionally invested in. (D., p.177)

Five Components for Alignment

(all of these must be present for alignment to occur)

- #1. A clear goal of discipleship
- #2. An intentional leader who makes disciples
- #3. A biblically relational environment
- #4. A reproducible process
- #5. A supporting organization

Changing an entire church into a disciple-making church is hard work. The more entrenched in tradition a church is, the more difficult it is to align the various ministries together around a common purpose... Unfortunately, in some churches the leaders are immature and will not be interested in making these shifts. If this is true in your case, you may need to focus more on planting new churches or doing some of this through less disruptive, unofficial channels. The truth is that no one can stop you from making disciples, but they can stop you from making it the official mission of the church. (D. pp.177-179)

Alignment Advice --

- #1. It takes more work to realign in larger, more established churches.
- #2. Start slowly
- #3. Get your leadership team to join you in prayer.
- #4. Build you plans together
- #5. Seek to understand your context
- #6. Change starts with the leaders
- #7. Tell your people WHY you are going to do something (describe the benefits)
- #8. Do one piece (change) at a time. (Avoid sweeping changes.)

#5. From accumulating to deploying

When we evaluate, we must make the shift from attracting and gathering to developing and releasing – that's what this fifth and final shift is all about.

Discipleship must result in Christians living out their maturity by showing Christ's love to the world. Deploying (or releasing) means that people in your church are equipped and motivated to demonstrate God's love and share their faith with the lost wherever they work or live or go to school – any place they interact with other people.

The Real Problem – Leadership Unity

When we first started conferences at Real Life, we thought that the reason most churches failed was their methodology. We found instead that the first problem was a lack of unity in the leadership. (He goes on to tell the story of a pastor who came to one of their conferences and then went back to his home church and immediately implemented everything that he had heard at the conference. The result was that the church imploded and had trouble for several years. The "board" had not heard the same concepts. So, they were very reluctant to make any changes. From that point on, the Real Life ministries would only allow churches to come that were willing to bring their entire staff or board so they could learn the lessons together.). (Team, pp.168-169)

The model (of church) we advocate measures success by how many people are being loved and led into the way of Jesus, are coming to Christ and following Him. It measures how many people are pursuing his kingdom mission. It values and measures how many are actually becoming disciples who can make disciples. (D., p.31)

Constant Vision Casting

Repetition is the key to learning. We have heard that a person needs to hear something 1,000 to 10,000 times before they make it their own.

The Job of Leadership

... in a church is to guide the team to a God-glorifying, biblical vision. The job of a coaching staff is to make sure that everyone is running the same play at the same time and that everyone knows the goal of the team and is able to state the goals effectively. (Team, pp.174-175)

Remember, you can only do so much. Your church only has so much energy and resources, so you must be careful to choose your attack carefully. It is better to do a few things well than do a lot poorly... The job of a coach is to get other gifted people to play the positions they are gifted for. If the coach is busy playing all the positions, he won't have time for anything new... (Team pp.204-205)

A minister who wants to change an organization needs to understand that strategy is NOT what people follow. They follow a shepherd who has earned the right to be followed, who has demonstrated his love for his sheep and listened to the other

shepherds on is team. He needs to include these leaders and allow them to be a part of the change. (Team, p.216)

The good vision caster is filled with passion and embodies what he or she wants others to do. To implement change you must eat, sleep, and drink the vision. Develop a team in your congregation to fuel the vision of your church. Before your church will follow your lead, however, they have to know you love them... Whatever you do, remember, the church is not your church; it belongs to God. You don't have the right to split His church. (Team, p.217)

Release Scorecard – (another needed shift)

This new way of evaluating is focused on how many people are released as growing and thriving "head, heart, and hands" Christians... By deploying (or releasing), I mean they walk out of the discipleship process equipped and motivated to share their faith with the lost wherever they work or live or go to school – any place they interact with other people... A "release scorecard" measures the most important things. When these become what you strive for and celebrate, your church will produce empowered Christians who are able to change the world... (Remember) It is more important to evaluate how many people go out than to evaluate how many show up. (D., p.203)

There's an old adage that goes, "People vote with their feet and their checkbook." And often that has become mixed in with their church's scorecard for success. It's true – a church typically has a building, and they've got to pay bills. So if people walk out or stop giving, that puts pressure on church leaders to give the people what they want instead of what they need. (D., p.205)

As with any change, the solution is to cast the vision to your elders first. Build the team. Establish the relationship in which your leaders buy into the vision of what success is and how to make sure you reach it by God's power.

Winning Is...

Many thinking winning is about numbers. We want converts, they say. Wrong! Winning is making disciples – converts who are discipled onto God's team and taught to take part in Christ's mission. Numbers don't mean much unless you are counting the number of people being transformed by the Holy Spirit. Disciples are those able to stand up under the pressure of the world. They are able to share their faith unashamed. They are filled with the fruit of the Spirit, which results in increased relationship with others and glory to God. (Team, p.70)

God has promised us that He will help us to win the way He sees winning. He will help us reach people, disciple them, and send them to do the same. If that is not happening on your team, then there is a problem. Somehow, the team has lost its purpose. (Team, p.83)

As a result of the minister's "show" mentality, many Christians have come to believe their job is to attend the show... They go to church on Sunday because they think that is all that they are expected to do. In reality, it is all they are trained to do... We don't go to church; we *are* the church. In a church, you are invited to volunteer; on a team you are *expected* to play... The One who bought us for a price expects us to play. Winning is not gathering a crowd. It's raising, training, and releasing a team. (Team, p.88)

The Paid-Player Mentality

Somehow, preachers have come to believe that they are paid players, and the people who attend are the fans. Game day is Sunday and the building is the arena. People in the area will follow the best team in town, so ours better be the best. The elders are the general managers and owners who watch to make sure the people are getting that they pay for. We don't want to offend our best box seat owners so we say little that will upset anyone. When preachers buy into the star-player approach, they believe the key to gathering a bigger crowd is tied to their own preaching performance. If they could play better, more would come to watch them play. The result is that they expend most of their energy trying to teach something new, or say something old in a newer and better way. When the paid-player mentality guides the church, everything becomes a show, and soon they think they have to have a whole cast of paid professionals to create little spectacles for their assigned demographic groups. So, the answer is to pay big money for franchise players who will give a great performance that will draw the thousands of kids and youth in their area. Most of the money given by the fans is used for the developments of a better show, not for helping people or building new players. Because the show is so important, they spend most of the week developing the next show and have little time for relationship with the people in the church. They are always compelled to try something that has never been done, or to try what other big churches are doing, or to try to mimic what people are seeing in Hollywood – all the while forgetting that the Spirit of God, not the show, is what really changes people. (Team, pp.89-90)

Evaluation Test Questions

- #1. How much of your time is spent on the show?
- #2. How much of your staff's time is spent working on the next game day – Sunday?
- #3. Do you believe that all the people in your church are potential players? Are you pouring yourself into them?
- #4. Are you developing a team culture?
- #5. Are you motivating your people to come to the next show, or you showing them how to be used on the team?

#6. By the way you lead, are you creating an army or a nursery? (An army conquers the enemy and takes their territory. A nursery feeds the children, wipes their fannies, and tries to get them to stop whining and crying.

We don't think in terms of relationship; we think in terms of information. We hand people a book, send them to a great class, or give them a CD, but we don't spend the time it takes to walk with them. The right question is NOT, "How do I find time for that in my busy schedule?" The right question is, "How do I change my life so I can do what the Lord requires of me as a leader?" (Team, p.101)

Disciples Grow When They Get Into the Game

The best way to learn is to be in the game under the guidance of a coach (Disciple-level person). You become a great player by playing, first in practice, then in a real game. (Team, pp.160-161)

Nothing at Stake

This is a major problem in many churches. It's why people bounce around from church to church. There's nothing at stake for them. They stay in one place as long as no one offends them, or until the sermon series they like is over, or as long as they like the music. They don't care when the team loses because it wasn't something they invested in, and I don't mean financially. They don't participate in any ministry; they haven't invested their personal time physically or emotionally. They have put forth no effort caring for others. They have nothing at stake! When people stay on the bench, they don't get the opportunity to become good players; they don't get the chance to invest. (Team, p.163)

Does your budget and calendar reflect that you are a disciple-making church? Are you a "Sunday activity" church? Is your church simply keeping its traditions?

Everything you do (as a church) should be designed to lead people to the next step (in becoming a disciple). Remember – just because people get in a small group does NOT mean that they will become mature disciples.

Common Language – In order to lead a disciple-making movement, you need to have a clearly understood definition of spiritual maturity. There needs to be a common language – a clear sense of where you want to go.

What to Expect

Once you step out in faith, God starts to act. So do the demons. There's going to be a fight!

Fun vs. Equipping

There are a lot of things to do in the world that are fun. The church cannot compete on the "fun level." We must get back to the heart of discipleship. The goal must NOT be, "Let's gather a lot of people and feel good about that." We need to equip our people to know Jesus and be equipped to do the good works that God has for them. Just coming to have their "shot of inspiration" doesn't cut it.

Success

If we succeed, it will not be because of your great programs. If we succeed, it will be because of God's activity. We must, therefore, submit to the will of the Holy Spirit. (This represents a paradigm shift.)

Discipleship will not happen until we sense an URGENCY

Unless we recognize we are losing and decide to call it what it is, we will not change. We have to decide how badly we want to win. Will we do whatever it takes? Are we too comfortable with our way of doing things to change? Are we afraid to change because we don't know how? Are we motivated by the cost of losing? (Team, p.74)

How do we "see" people?

Another possibility for the losses may have something to do with our lack of seeing people as God sees them. (2 Corinthians 5:16)

Holy Spirit Needed

Why are we not reaching the lost? WE have become the Holy Spirit. We are seeing people through our "own" eyes and not through "spiritual" vision (2 Cor.5:16). We haven't yet stepped out of the way to let God take control. We will succeed when we experience a paradigm shift, submitting control to the Holy Spirit. All things are possible with God – that's still true!

Know Your "Why"

"When you know your 'why' your 'what' takes over. You have to know your purpose!"

What is Our Why?

"Come Follow Me" (Mk.1:17). This is our calling. Jesus was so full of passion about His mission that He did not get hungry when He was talking to the woman at the well (Jn.4:34-35). How do WE get this passion? Jesus saw what we do not see. We have been OK with churches that don't love much... baptize much... pray much... and we are OK with it! We've got to see the mission that God has for us.

What will happen when we are aware of our calling?

- #1. It will drive us to our knees (Jn.14:12-14)
- #2. It will force us to change (1 Cor.9)
- #3. It will unify us
- #4. It will move us to sacrifice
- #5. It will ignite our passion

Chaplains or Warriors (Stan Greenberg)

Our brotherhood schools have raised up an army of chaplains. What we need is a generation of fighters. We will never win a war with just chaplains! We don't know what to do when God's people step out in faith. It's a threatening challenge! We don't go to church to be moved anymore. We go to be comfortable.

Where to Go From Here?

Prayer and Fasting

The absolute first order of business in making disciples is to petition the throne-room of heaven in Jesus' name! Many New Testament passages teach that prayer should be the first thing that followers of Jesus do, not just something done because, "I guess we could pray about this." (What a pitiful attitude!)

- Jesus prayed all night before selecting his twelve apostles (Luke 6:12-16).
- Jesus taught that we should ask, seek, and knock (Matthew 7:7-8).
- John reminded us that we can have confidence that God hears our prayers that are offered in accordance to His will and that he gives what we ask (1 John 5:14-15). Can you think of anything that is more "according to His will" than to make disciples for Jesus?

In the **Discipleshift** book, Harrington and Putman suggest five steps.

- #1. Develop Biblical Vision
- #2. Create a Common Language
- #3. Develop the Disciple-Making Process
- #4. Live Out Your Vision
- #5. Assess, Correct, and Encourage

What will be different about the College Church if we become a disciple-making congregation?

- #1. We will have a laser-focused mission that clearly identifies *making disciples* as the ultimate goal of the church.
- #2. Our language will change. (We will “beat the drum” of disciple-making on a *regular* basis.)
- #3. We will have a unified definition of what a disciple is and what it means to be a disciple-maker.
- #4. We will have a church *system* that affords everyone the opportunity to become disciple-makers.
- #5. We will “align” ALL our ministries to be about disciple-making.
- #6. We will have a new evaluation process. *Successes* and *wins* will reflect our ultimate goal – making disciples for Jesus. We will *celebrate* people coming to Christ but also the various other steps that fall in the “disciple-making” categories.
- #7. The expectation for our staff will change. Every staff member will be expected to be in some kind of disciple-making relationship with others.
- #8. We will use our money for local evangelism and disciple-making.
- #9. The things we pray about will be different. We will become a church that practices prayer and fasting (in relation to disciple-making).
- #10. We will have people in our own church who will resist this disciple-making effort. Some of these will come from within the leadership (elders and staff). Some members will transfer their membership to another congregation.
- #11. We will witness a growing rate of conversions each year.
- #12. Our energy will shift from being about what happens on Sunday mornings to investments made in relational disciple-making.
- #13. Shepherding our people will become a high priority.
- #14. The “agenda” for leadership time together will change (from a management mentality to that of shepherding).

#15. We will provide equipping opportunities for our members that will help them learn how to disciple the lost as well as fellow Christians.

#16. Because of the mentoring and discipling that our young people will experience as they grow up, we will see our youth remain faithful to the Lord as they graduate from high school and leave home.

#17. Our worship services will change. Stories will be shared, people will confess and repent of sins, the atmosphere will be less formal, and the basic tenor of sermons will change as we keep the mission of discipleship in front of the congregation.

#18. Our Bible classes will be different as they help participants grow as disciples and teach for change (as opposed to just “understanding the text”).

#19. The overall “nature” of the College Church will change as we align ourselves to disciple-making. Some who come to us will want to be a part of this and some will not. The bottom line, though, is that we will be closing the “back door” – we will see fewer people dropping out of the church.

#20. College students will be attracted to us because we will be investing in each other’s lives and putting our faith into action.

#21. The staff will be seen as equippers and not as the “hired-hands” who are expected to do all the work.

#22. The congregational expectation is that *everyone* will grow to be disciples who make disciples.